

INDUSTRIAL RELATIONS DEPARTMENT
Monthly Report for December 1946

Three of the seven major programs of the Industrial Relations Department found emphasis during December; and in addition: three public addresses given by the Industrial Relations Secretary (in Newark, Irvington and in Bloomfield); initial discussion with a representative of the Newark Board of Education about our forth-coming Vocational Opportunity Week; continued work with four different community efforts (to get the statutory state minimum wage raised; to coordinate the industrial work of the Urban League and similar agencies in north Jersey; to get educational programs against intolerance included in labor meetings; and to cooperate with other social agencies in the community at large on problems of human relations); special sifting of information about discrimination in the Newark New Jersey State Employment Service office; and consultations with us requested by the Y.W.C.A., about the Y.W.C.A. Secretarial School, its prerequisites and training.

Department Store Program: Special work during the month on securing Negro sales clerks in Kresge in Newark, Hearns, and Hahne's, resulted in: (1) a committee meeting of representative people in Newark, at which time they officially pledged their organizations' help in a letter-writing campaign to the three stores in question; (2) a conference with the League of Women Shoppers' representatives to draw up a proposal letter to department stores; (3) and the acceptance by the Essex County Inter-group Council of a proposed letter to department stores, asking for Negro sales-clerks.

Household Employment Standards: Work during December on the standardization of the field of household employment, resulted in: (1) a discussion of the standards recommended by the New Jersey Urban League and the Newark Y.W.C.A., at the regular board meeting of the Bloomfield Council on Race Relations, a discussion which ended in an enthusiastic pledge to support the standards and efforts along these lines; (2) a conference with some newsmen of the "downtown" press, on publicity for the standards; and (3), two committee meetings and uncounted telephone calls evaluating progress of numerous details and planning next steps.

Veterans Program: Work during the month on the department's Veterans Program resulted in: (1) a conference in the office of the Veterans Administration's New Jersey Manager, with the Manager and the Chiefs of every branch of the Veterans Administration located in this state. This conference provided a chance for final decision by the responsible officials of the Veterans Administration in New Jersey, as to disposition of the request by the New Jersey Urban League Industrial Relations Secretary, and the Statewide Veterans Conference, that the Veterans Administration appoint a three-man board to review all cases of a Veteran whose "approved" objectives are thwarted because of his race, color, creed, or national origin. The Veterans Administration

will now recommend to General Bradley that in New Jersey such a board would be desirable and should be established. (2) A lecture by the New Jersey Urban League Industrial Relations Secretary, to the assembled supervisory heads of vocational training in every county of the state. This lecture was on the techniques of recognizing unequal Veterans Administration service to members of minority groups because of community discrimination, and (3) a conference with the Chief of Vocational Training, Education, and Rehabilitation on the responsibility of his huge and important department, to members of minority groups. There resulted a recognition of the need to give special attention to placement of Negroes in top field jobs for the Veterans Administration in New Jersey. A Training Facilities Officer job is promised us as soon as we can find the man to fill it. Whether the result of our past efforts, or not, the Veterans Administration has accepted two Negroes as Training Officers, the present highest job held by any Negro in the Veterans Administration in New Jersey. The Training Facilities Officer works at a still higher rating and can be of more service to members of minority groups, since he has the direct contact with employers and the public.

Counseling: More than one hundred thirty-two interviews were given during the month on some phase of personal economic problems, including job interviews. Vocational counselling was given to twenty-four people; to twelve males, among whom were two Veterans, and to twelve females. Three persons, two of whom were Veterans, who were suffering from emotional conditions, were worked with. Twelve persons were given help on problems concerning wages, grievances, etc.

Employment: There was a total of one hundred fifty-two applications for jobs. Against this, there were eighty-seven job referrals. Most of our effort was concentrated in securing white collar work for females, with 21.7 percent of the total number of applicants qualified for and asking for this type of work. Twenty-seven percent of our referrals were for white collar clerical or stenographic work.

Of the one hundred fifty-two applicants thirty-five were male, of whom fifteen applied for unskilled work; and one hundred seventeen were female, seventy-six of whom applied for unskilled work. Of the eighty-seven job referrals, sixty-three were of females, of which thirty-five were for unskilled work; and twenty-four were of males of which eleven were for unskilled work. One professional or skilled (depending on different schools of thought) referral is included among those of males; two of the referrals of females were for downtown offices and are similarly unusual.